

Bargaining Unit 3
Non-Supervisory White Collar
The Fresno City Employees Association, Inc. (FCEA)

| Benefit | Description |
|--|--|
| Health & Welfare: medical, dental and vision (Employee and dependents) | As of 03/01/2009: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$729.00 City Contributes \$583.20 Employee Contributes \$145.80 |
| Retirement * | City = 10.62% Employee (Average) = 7.92% (2%/year @ 55 w/5 years) DROP |
| Life Insurance | None |
| Long Term Disability | None |
| Deferred Compensation | Savings/Mutual Funds No City Contribution |
| Holidays | Holidays = 10 Birthday = 1 Personal Day = 2 (ID Techs and CSOs receive an additional 1.33 holiday hours per month) |
| Vacation (Days per year/Hours per month) (Available after 6 months) | 1 – 4 years = 12/8 5 – 9 years = 13/8.667 10 – 19 years = 15/10 20+ years = 20/13.334 |
| Sick Leave (Available after 6 months) | 8 hours per month |
| Family Sick Leave | Up to 48 hours of accumulated sick leave per fiscal year |
| Supplemental Sick Leave | 40 hours per fiscal year |
| Uniform Allowance | If required = \$30.00 per month CSOs, Fire Prevention Inspectors, and Life Skills instructors = \$65.83 per month ADC (Records), Police Data Trans, and Rangemaster/Armorer = \$41.66 per month |
| Bilingual | \$75 per month |
| Workers' Compensation | 76% of compensation |

LEGEND:

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| * | Net rate for City is zero (0) = currently offset by surplus investment earnings Employees Retirement System = Vested after completing 5 years of service |
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